



MINNEAPOLIS 80 South Eighth Street 3100 IDS Center Minneapolis, MN 55402

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#### **PRACTICE AREAS**

Traditional Labor trainED Employment & Labor Higher Education

#### **INDUSTRIES**

trainED Education

#### **COURT MEMBERSHIPS**

Minnesota

#### **EDUCATION**

William Mitchell College of Law, J.D., summa cum laude, 2016, William Mitchell Law Review

Michigan State University, B.A., 2009

# Caitlin R. Gehlen

Counsel | caitlin.gehlen@lathropgpm.com

Caitlin Gehlen focuses her practice on higher education and employment law. Caitlin advises and trains colleges and universities on a variety of legal issues including Title IX, the Violence Against Women Reauthorization Act, Clery, FERPA, the Fair Housing Act, and the ADA. Caitlin also regularly conducts higher education investigations on behalf of institutions, including sexual misconduct investigations. Caitlin has experience advising faith-based higher education institutions on issues that are unique to them. In addition, Caitlin advises employers on a wide range of labor and employment matters, including unfair labor practice proceedings, union representation challenges, grievance arbitrations, collective bargaining, discrimination charges and litigation, non-compete issues, whistleblower and retaliation lawsuits, leave and disability issues, and employee handbooks and policies.

Caitlin is an alumna of the firm's summer associates program. While she was in law school, Caitlin worked as a volunteer student law clerk with the ACLU-MN, Call for Justice, a local nonprofit that provides legal referrals for low-income individuals and families, and as a pro bono law clerk at a major Minneapolis law firm.

#### Events

- Health Law Seminar September 13, 2023
- State of Litigation: Football Draft Edition April 12, 2023
- Employment & Labor Law Seminar Minneapolis Area May 4, 2022
- "Title IX/VAWA Investigator and Adjudicator Training," Johns Hopkins University



September 11, 2019

- "Emerging Workplace Issues The Peculiar and Ultra-Unique," copresenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar
  April 0, 2010
  - April 9, 2019
- "Protecting a Company's Most Valuable Assets: Effective Use of Non-Competes and Confidentiality Agreements and Beyond," copresenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar April 9, 2019
  - "Conducting Effective Sex
- "Conducting Effective Sexual Harassment Investigations," copresenter, Gray Plant Mooty 2018 Employment and Labor Law Seminar May 1, 2018
- "Annual Trauma Informed Training for Investigators and Adjudicators," co-presenter, trainED August 9, 2017
- "Title IX/VAWA Investigator and Adjudicator Training," co-presenter, trainED

August 9, 2017

- "Annual Trauma Informed Training for Investigators and Adjudicators," co-presenter, trainED July 25, 2017
- trainED Annual Trauma-Informed Training for Investigators and Adjudicators July 25, 2017
- "Title IX and Study Abroad Programs," co-presenter, trainED June 22, 2017
- "LGBTQ Workplace Rights: An Evolving Civil Rights Frontier," copresenter, Gray Plant Mooty 2017 Employment and Labor Law Seminar May 1, 2017
- "Title IX/VAWA Investigator Training," co-presenter, trainED February 23, 2017
- trainED Title IX/VAWA Investigator Training February 23, 2017

### **Presentations**

 Co-presenter, "Recruiting and Hiring Trends," and "Leave & Accommodations - Deep Dive Into Employers' Rights and



Responsibilities under FMLA, ADA, PWFA and PUMP Act," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City); October 24, 2023 (Minneapolis)

- Presenter, "Recent Changes in Employment Law for Health Care Providers," Lathrop GPM Health Law Seminar, September 13, 2023
- Co-presenter, "Mission Critical Updates on Trade Secret Litigation and Non-Compete Agreements," Lathrop GPM 2023 State of Litigation: Draft Edition, April 12, 2023
- Presenter, "Navigating Misclassification Pitfalls: Are Your Nonprofit Workers Employees, Volunteers or Contractors?" Minnesota Association of Cemeteries, September 23, 2022
- Presenter, "Intro to Corporate Structure," Duality Cohort 2, September 23, 2022
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 3, 2022
- Co-presenter, "Leave Lessons: Common Misconceptions About the ADA and FMLA," Lathrop GPM 2022 Employment & Labor Law Seminar, May 4, 2022 (Minneapolis)
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, August 4, 2021
- Co-presenter, "Title IX/VAWA Investigator Training," trainED, July 21, 2021
- Co-presenter, "Today's Unemployment Claims: An Employer's Guide," LeadingAge Minnesota, November 11, 2020

## **Client Alerts And Blog Posts**

- New Federal Protections for Pregnant and Nursing Employees in 2023: What Employers Need to Know July 6, 2023
- Minnesota Non-compete Ban Signed into Law June 6, 2023
- A Tidal Wave of Employment-Related Activity in the Minnesota Legislature May 8, 2023
- Another Round of EEOC Guidance on Religious Accommodations for COVID-19 Vaccines March 24, 2022
- Are You Ready? OSHA's Emergency Temporary Standard for the Healthcare Industry is Effective July 6, 2021



July 6, 2021

- Biden Administration Halts Trump-Era Independent Contractor Rule February 19, 2021
- Higher Ed Alert: OCR Investigates Sex Discrimination Against Males At Dozens of Colleges and Universities June 19, 2020
- A Small Break for Employers EEO-1 Data Collection Suspended to 2021
  May 11, 2020

May 11, 2020

- Lions and Tigers and Bears In the Workplace?? February 12, 2020
- Overtime on Split-Day Pay Employer Beware September 20, 2019
- "Overtime on Split-Day Pay Employer Beware," The Modern Workplace September 20, 2019
- Minneapolis Wants a Piece of the Wage Theft Pie July 22, 2019
- "Minneapolis Wants a Piece of the Wage Theft Pie," The Modern Workplace July 22, 2019
- "The Interaction of Unauthorized Absences Under an Attendance Policy and a Reasonable Accommodation Under the ADA," The Modern Workplace January 28, 2019
- The Interaction of Unauthorized Absences Under an Attendance Policy and a Reasonable Accommodation Under the ADA January 28, 2019
- U.S. DOL Issues Six New Opinion Letters September 17, 2018
- "U.S. DOL Issues Six New Opinion Letters," The Modern Workplace September 17, 2018
- Sixth Circuit Court of Appeals Holds That Transgender Discrimination Is Unlawful Under Title VII March 26, 2018
- "Sixth Circuit Court of Appeals Holds That Transgender Discrimination Is Unlawful Under Title VII," The Modern Workplace March 26, 2018



- Employer Beware: Your Current Bonus Program May Be Irrevocable January 18, 2018
- "Employer Beware: Your Current Bonus Program May Be Irrevocable," The Modern Workplace January 18, 2018
- Employees Found to Have a Private Right of Action under Minnesota Tip Pooling Law October 12, 2017
- Employment Law Alert: DOL Files Brief in Overtime Rule Appeal, Seeking to Reaffirm Its Authority to Establish an Exempt Salary Level Test July 18, 2017
- Minnesota Federal Court Declines to Dismiss State Law Transgender Discrimination Claim December 17, 2015
- Three Former UMD Coaches Sue University Alleging Gender and Sexual Orientation Discrimination October 1, 2015

## **News Releases**

- Lathrop GPM Attorneys in Minnesota Recognized for Pro Bono Service June 30, 2020
- Attorneys Recognized for Pro Bono Service June 14, 2019
- Gray Plant Mooty Hires 4 New Associates in September September 12, 2016

## Professional Affiliations

- Minnesota Bar Association
- Minnesota Women Lawyers, member

## Community Involvement

United Way Campaign, volunteer

#### Honors

• "North Star Lawyers," Minnesota State Bar Association, 2018, 2019